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JOSEPH E. DUNNE III
COLBY M. MAY

ALSO ADMITTED IN VIRGINIA

MAY & DUNNE

CHARTERED

ATTORNEYS AT LAW

1156 - 15TH STREET, N.W.

SUITE 515

WASHINGTON, D.C. 20005-1704

(202) 223-9013

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#1
RICHARD G. GAY
OF COUNSEL

TELECOPIER NO.
(202) 223-6992

February 3, 1989

VIA TELECOPIER
1-714-730-0657

Dr. Paul F. Crouch
Trinity Broadcasting Network
P. O. Box C-11949
Santa Ana, California 92711

RE: Retainer Agreement

Dear Paul:

This will confirm our conversations regarding this office's retainer agreement with Trinity, its affiliated companies, and NMTV and CET. As you know, for the past six years our fee for services has remained the same, which is something we are quite proud of. Under that fee arrangement this office is paid a monthly retainer of _____ which covers _____ hours of lawyer time per month calculated at a discounted rate of _____ per hour. All hours above _____ are billed at the reduced rate of _____ per hour. Disbursements and expenses are separately itemized. Over the past twelve months charges for fees have averaged approximately _____ per month (representing approximately _____ attorney hours, and _____ clerk hours per month), and disbursements have averaged approximately _____ per month.

I am now proposing that beginning with the next billing our agreement provide for a monthly retainer of _____ which will continue to cover the first _____ hours of lawyer time. All attorney hours above that will be billed at _____ per hour, and clerk time at _____ per hour. These rates continue to represent a significant reduction of our current standard hourly rate of _____ per hour, and _____ per hour for clerk time. Disbursements will continue to be separately itemized.

Paul, I believe this is a fair and reasonable updating of our arrangement since the number of stations authorized to Trinity, its affiliated companies, NMTV and CET has more than tripled over the past six years. This, of course, says nothing about the tremendous increase in low power and other broadcast operations.

As I am sure you know, I certainly enjoy my work with Trinity, NMTV and CET. It is a pleasure being able to serve you, and I look forward to doing so until we are both old and bent-over.

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Federal Communications Commission

Docket No. 93-75 Exhibit No. 239

Presented by MMB

DEC 03 1993

Disposition

DEC 03 1993

Reporter

W. A. Wilson

Date

DEC 03 1993

February 3, 1989
Page 2

God Bless, and I look forward to speaking with you about this matter next week.

Best regards, sincerely,

Colby M. May
Colby M. May *gmc*

CMM:gmcB78

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From the President's Office

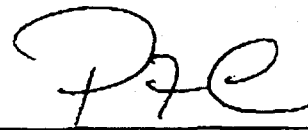
217

Inter-Office Memorandum

TO: ALL DEPARTMENT HEADS
FROM: PAUL F. CROUCH
DATE: FEBRUARY 14, 1989

In the future when you need to hire new and/or additional personnel for your department, please do not contact in-house staff members directly or "raid" employees from other departments to fill your vacancies. The proper procedure is for you to contact the Personnel Supervisor and let her know of the opening in your department. You may also recruit personnel from outside sources, however you should work closely with the Personnel Department to ensure our recruitment practices strictly conform to EEO requirements.

Thank you.



President

PFC:mt

xc: Philip Crouch
Jane Duff



Federal Communications Commission

Docket No. 93-75 Exhibit No. 240

Presented by CM-MS

EX-03 MSB

EX-03 MSB

Disposition

Report

Reporter G. Anderson

Date EX-03 MSB

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JOSEPH E. DUNNE III
COLBY M. MAY

ADMITTED IN VIRGINIA

MAY & DUNNE
CHARTERED
ATTORNEYS AT LAW
1156 15TH STREET, N.W.
SUITE 515
WASHINGTON, D.C. 20005-1704
(202) 223-9013

RICHARD G. GAY
OF COUNSEL

TELECOPIER NO.
(202) 223-6992

February 15, 1989

Mrs. Jane Duff
c/o Trinity Broadcasting Network
and National Minority TV, Inc.
P. O. Box C-11949
Santa Ana, California 92711

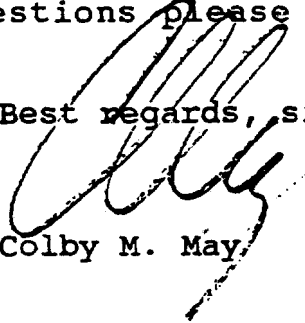
RE: Work Force Statistics for TBN, et al., and NMTV Stations

Dear Jane:

Enclosed for your use and circulation is a current listing of the work force percentages, from the FCC's renewal branch, for the facilities licensed to the referenced organizations. You know the drill well. Use these percentages to compare the Annual Employment Reports (FCC Form 395-B), which are due May 31, 1989, and the effectiveness of each station's affirmative action programs.

As always, if you have any questions please don't hesitate to give me a call.

Best regards, sincerely,


Colby M. May

CMM:gmcB78
enclosure

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Federal Communications Commission

Docket No. 93-75 Exhibit No. 241

Presented by Man B DEC 03 1993

Disposition DEC 03 1993

Reporter Car. Walker

Date DEC 03 1993

WORK FORCE PERCENTAGES FOR THE FOLLOWING:

Trinity Broadcasting Network

Phoenix, AZ (TBA)

Women - 42.1%
Black - 2.7%
Asian - 1.0%
Hispanic - 11.3%
Amer. Indian - 1.1%

Santa Ana, CA (TBN)

Women - 42.3%
Black - 1.2%
Asian - 4.2%
Hispanic - 13.3%
Amer. Indian - .7%

Miami, FL (TBF)

Women - 45.2%
Black - 15.3%
Asian - .8%
Hispanic - 37.8%
Amer. Indian - .1%

Bloomington, IN (TBI)

Women - 45.9%
Black - 2.4%
Asian - .9%
Hispanic - .8%
Amer. Indian - .1%

Richmond, IN (TBI)

Women - 41.7%
Black - 4.6%
Asian - .2%
Hispanic - .5%
Amer. Indian - .2%

Greensboro, NC (TBN)

Women - 45.3%
Black - 16.8%
Asian - .2%
Hispanic - .6%
Amer. Indian - .2%

Oklahoma City, OK (TBOC)

Women - 43.3%
Black - 8.0%
Asian - .9%
Hispanic - 1.8%
Amer. Indian - 2.8%

Dallas, TX (TBT)

Women - 43.8%
Black - 14.0%
Asian - 1.0%
Hispanic - 7.8%
Amer. Indian - .2%

Albuquerque, NM (TBA)

Women - 42.8%
Black - 1.9%
Asian - .8%
Hispanic - 33.1%
Amer. Indian - 2.0%

Poughkeepsie, NY (TBNY)

Women - 41.2%
Black - 5.6%
Asian - 1.2%
Hispanic - 1.9%
Amer. Indian - .2%

Canton, OH (TBN)

Women - 39.8%
Black - 5.3%
Asian - .2%
Hispanic - .7%
Amer. Indian - .1%

Tacoma, WA (TBW)

Women - 42.0%
Black - 4.7%
Asian - 3.0%
Hispanic - 1.9%
Amer. Indian - .9%

Monroe, GA (TBN, pending)

Women - 44.4%
Black - 21.4%
Asian - .5%
Hispanic - 1.1%
Amer. Indian -.2%

National Minority TV, Inc.

Portland, OR

Women - 43.3%
Black - 2.4%
Asian - 2.1%
Hispanic - 1.9%
Amer. Indian - .6%

Odessa, TX

Women - 37.3%
Black - 4.3%
Asian - .4%
Hispanic - 17.7%
Amer. Indian - .6%

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Trinity Broadcasting Network, Inc.
Engineering Department
Facsimile

DATE: 20 Feb. 1989

TO: Bill Onyski

FROM: Ben Miller

RE: Portland Transmitter Building

Sorry I am late in responding to your FAX of 15 Feb. but I just returned from Brazil.

I confirm that the floor-to-ceiling height in the subject building will be 12' 6".

Please see that the layouts are also copied to:

Steve Nys
Di Benedetto/Thomson Architects
0106 SW Gibbs
Portland, OR 97201

John Rimer
P O Box 1596
St. Augustine, FL 32085-1596

Cabot Goudy
Structural Systems Technology
• 6867 Elm St.
Mc Lean, VA 22101

Best Regards,



Ben Miller
TBN-Tustin

REPLY VIA:

FAX: 714-730-0661
TELEPHONE: 714-665-2145

026702

Federal Communications Commission

Docket No. 93-255-Sub 242

Presented by MMB

DEC 03 1993

DEC 03 1993

A. C. C. C.

DEC 03 1993

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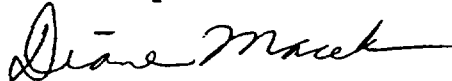
243

TO: JANE DUFF
FROM: DIANE MACEK, PERSONNEL
DATE: FEBRUARY 21, 1989
RE: FOLLOW-UP FORM FOR FILLED POSITIONS.

Attached is a sample form that Station Managers and Dept Heads could complete upon making a hiring decision for a position. This would be "step 2" of the Personnel notification process that was suggested in my January 20th memo (attached is a copy of this memo for your reference.) This is intended to provide a written record of how each position has been filled, thus making it easier for us to monitor our hiring practices across the network and to verify that an affirmative action plan is being followed. I developed the attached sample form from an idea given in the EEO handbook. As you can see, there will be a separate form for Trinity Broadcasting Network and affiliates, one for CET and one for National Minority T.V. Please review this (with Colby if you like) and let me know any changes or additions you'd like to make, or if this is sufficient. If this form is okay as is, I will submit it to Printing and have a supply made up. Then I'll send it and a cover memo to all stations and departments, and we can implement this ASAP.

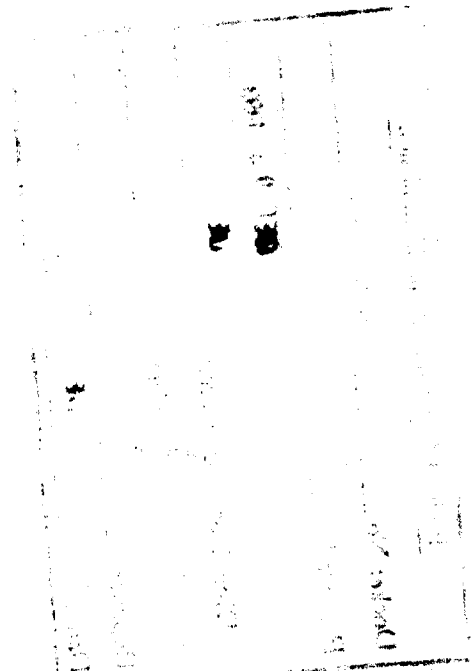
Thank you for your input!

Sincerely,



Diane Macek

cc: Charlene Williams



Federal Communications Commission	
Docket No. <u>93-75</u>	Exhibit No. <u>243</u>
Presented by <u>MMB</u>	<u>DEC 03 1993</u>
Disposition	<u>DEC 03 1993</u>
Reporter <u>DeLash</u>	
Date <u>DEC 03 1993</u>	

TRINITY BROADCASTING NETWORK

FILLED POSITION REPORT

STATION LOCATION (CITY AND STATE): _____

POSITION TITLE _____ PREPARED BY _____

APPLICATION PERIOD _____ DATE PREPARED _____

LIST ALL RECRUITMENT SOURCES USED_____

PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS

[illegible]

- | | |
|---|---------------------------------|
| * 1 - American Indian or Alaskan Native | ** 1 - Interviewed, no offer |
| 2 - Asian or Pacific Islander | 2 - Interviewed, offer extended |
| 3 - Black, not of Hispanic Origin | but rejected |
| 4 - Hispanic or Spanish Surnamed | 3 - Interviewed, offer extended |
| 5 - White, not of Hispanic Origin | and hired |

Applicant Chosen For Position _____ Rate of Pay_____

On What Basis Was This Applicant Determined To Be The Most Qualified?

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United States of America



FEDERAL COMMUNICATIONS COMMISSION

LOW POWER TELEVISION / TELEVISION TRANSLATOR
BROADCAST STATION CONSTRUCTION PERMIT

Official Mailing Address:

NATIONAL MINORITY TV, INC.
P. O. BOX C-11951
SANTA ANA, CA 92711

Authorizing Official:

Keith A. Larson
Chief, LPTV Branch
Video Services Division
Mass Media Bureau

Grant Date: FEB 28 1989

Call sign: K36CJ

This permit expires 3:00 am.
local time 18 months after
grant date specified above

Permit File No.: BPTTL-980624VB

LOTTERY WINNER L88-2206; WON WITH MINORITY PREFERENCE AND LIMITED
DIVERSITY PREFERENCE

Subject to the provisions of the Communications Act of 1934, as amended, subsequent acts and treaties, and all regulations heretofore or hereafter made by this Commission, and further subject to the conditions set forth in this permit, the permittee is hereby authorized to construct the radio transmitting apparatus herein described. Installation and adjustment of equipment not specifically set forth herein shall be in accordance with representations contained in the permittee's application for construction permit except for such modifications as are presently permitted, without application, by the Commission's Rules.

This permit shall be automatically forfeited if the station is not ready for operation within the time specified (date of expiration) or within such further time as the Commission may allow, unless completion of the station is prevented by causes not under the control of the permittee. See Sections 73.3598, 73.3599 and 73.3534 of the Commission's Rules.

Equipment and program tests shall be conducted only pursuant to Sections 74.13 and 74.14 of the Commission's Rules.

Name of permittee:

NATIONAL MINORITY TV, INC.

Station Location:

UT-SALT LAKE CITY

Frequency (MHz): 602.0 - 608.0 Offset: Minus

Channel: 36

55437

Federal Communications Commission

Docket No. 93-75 Exhibit No. 244

Presented by M. N. D.

Received DEC 03 1933

Disposition { Rejected DEC 03 1933

Reporter A. Wilson

Date DEC 03 1933

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Office Memo

When finished
Please route to

_____	<input type="checkbox"/>
_____	<input type="checkbox"/>
_____	<input type="checkbox"/>
_____	<input type="checkbox"/>

TO: HAROLD PRENTICE
FROM: JANE DUFF *JD*
DATE: March 2, 1989
RE: VHS EQUIPMENT TAPES

Dear Harold:

Thank you for the memo. May I suggest that you broaden the overall out-look to include the entire company policy contained in the memos (Station Rules and Regulations) that were distributed by our attorney, Colby May.

The policy spells out infractions that result in disciplinary action and termination.

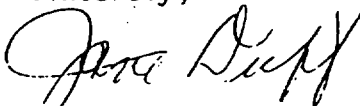
The wording to add should say:

"The unauthorized use of NMTV equipment is grounds for termination".

Have all employees read and sign these Rules and Regulations.

This section should also be posted. All new employees should read and sign.

Sincerely,



JANE DUFF
Administrative Assistant
to the President

JD:ch

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